

# INDIANA PUBLIC HEALTH WORKFORCE DEVELOPMENT EDUCATION & TRAINING TOOLKIT

## INTRODUCTION TO APPENDIX 1

The Indiana Public Health Workforce Development Workgroup believes that individual core competencies in public health are directly related to agency provision of the 10 Essential Public Health Services. While one speaks to skills specific to an individual public health worker (Core Competencies), the other speaks to how public health workers collectively work as an agency to provide services (10 Essential Public Health Services). The relationship between the two is critical to the improvement of public health as we move forward in the 21st century. The Council on Linkages provides a link between the academic and practicing arms of public health.

The matrix in Appendix 1 was developed by Indiana's Public Health Workforce Development Workgroup based on a crosswalk from the Council on Linkages. It should be noted that the competencies in this matrix are Tier 2, or mid-level, public health competencies. The matrix, as well as Tier 1 and Tier 3 Core Competencies can be viewed on the Public Health Foundation's Council on Linkages website at <http://www.phf.org/link/corecompetencies.htm>.

The Workgroup based skill set criteria on field-specific national standards for public health workers where such standards existed, i.e. Public Health Nursing, Environmental Health. All general competencies are consistent with those provided by the Council on Linkages. "The Core Competencies for Public Health Professionals are **a set of skills desirable for the broad practice of public health**. They reflect the characteristics that staff of public health organizations (collectively) may want to possess as they work to protect and promote health in the community. The Core Competencies are designed to serve as a starting point for academic and practice organizations to understand, assess, and meet training and workforce needs." (Council on Linkages, accessed June 2010)

## HOW TO USE APPENDIX 1

Appendix 1 may be used as a reference to see the "big picture" for public health in the 21st century. It is intended to bring awareness of the existence of Core Competencies for public health workers and how they enhance the provision of the 10 Essential Public Health Services. The Workgroup recommends viewing the tables on the Public Health Foundation website at <http://www.phf.org/link/corecompetencies.htm> for a side-by-side view of all three tiers. The Council on Linkages also recommends that the Core Competencies can be used to help:

- Course providers develop and evaluate competency-based training content and curricula
- Learners assess and meet their training needs
- Practice organizations craft job descriptions
- Practice organizations implement staff performance reviews
- Assess knowledge and skill gaps of individual employees or of entire organizations
- Develop discipline-specific competencies
- Prepare for accreditation
- Draft workforce development plans
- Create training plans

